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9 APR 1975

MEMORANDUM FOR: Director of Personnel

SUBJECT : Interim Report of Progress Toward Certain FY 75
APP Goals

1. This memorandum addresses those parts of the APP for which information is readily available on computer runs. The data used has not been verified with the Career Services nor have the Services been asked for input. The graphs used in this report have been prepared to show both the FY 75 goals and the achievements as of 30 January 1975 for each Career Service and the Agency. In some instances the percent of the goal obtained is also reported. (In reviewing these graphs it must be remembered that the figures represent only the careerist of the directorate concerned and not the directorate's table of organization. This will be in contrast to budget analysis of personnel numbers and costs.)

2. The first graph reflects losses and gains. The graph indicates the percent of gains exceeds the percent of losses for the first seven months of the fiscal year. This is a normal trend and will undoubtedly reverse itself during the last half of the year. Based on this graph the DDA and the DDS&T appear to be the two Directorates which might end the year significantly over their projections.

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4. Graph three reflects internal movement to professional status from the clerical and technical categories. The DDO and the DDA have exceeded their goals in both categories. This trend should be carefully monitored because of the possibility that a high volume of internal conversions could clog the external professional input which is a principle source of our future senior managers.

This document may be downgraded when

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5. The fourth graph reflects lateral entry at the GS-12 and above level. The graph reflects that the DDO has exceeded its goal, the DDI has reached its goal and the DDA is only one officer short of reaching its goal. The "E" Career Service is significantly below its estimate. Should the Directorates and the "E" Career Service continue their apparent trends during the last half of the fiscal year, each will significantly miss its FY 75 goal. This is an area the Deputy Directors and the "E" Career Service may wish to review in preparation for the FY 76 APP.

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6. The fifth graph shows the voluntary  CSRS retirements. In three of the Career Services the total estimate has been equaled or exceeded. The Deputy Directors concerned, DDI, DDO and DDA, may wish to consider these figures in a review of their personnel objectives and requirements for the remainder of the fiscal year.

7. The last graph (6) reports separations of civilian staff personnel. The graph compares separations to date this year with total separations last year for both professionals and non-professionals. The percent on-duty-strength of 6/30/74 is also reflected for each category. The DDO, DDS&T and the "E" Career Services are all ahead of their last year's rate. Only the DDI reflects a lower rate of separations.

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Deputy Director of Personnel
for Plans and Control

Atts.

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